

## City of Burlington / 2015 CDBG Application Form

Project Name: Burlington Police Youth Runners

Project Location / Address: 1 North Ave, Burlington, VT 05408

Applicant Organization / Agency: Burlington Police Department

Mailing Address: 1 North Ave, Burlington, VT 05401

Physical Address: 1 North Ave, Burlington, VT 05401

Contact: Eric Kratochvil Title: Police Officer Phone #: 802-598-5941

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EIN #: 03-6000410 DUNS #: 61-481-6635

**CDBG Funding Request: \$ 12,400**

**Check ONE:**

1 year X 2 years  
(Equal Access, Health, Development Projects) (Childcare, Early Childhood, Youth)

**1. Type of Organization**

☒ Local Government ☐ Non-Profit Organization (please provide copy of your  
☐ For-Profit Organization IRS 501(c)(3) tax exemption letter  
☐ Faith-Based Organization ☐ Institution of Higher Education

**2. Conflict of Interest:** ☐ Please complete and sign attached form.

**3. List of Board of Directors:** ☐ Please attach.

***Certification***

To the best of my knowledge and belief, data in this proposal are true and correct.

I have been duly authorized to apply for this funding on behalf of this agency.

I understand that this grant funding is conditioned upon compliance with federal CDBG regulations.

I further certify that no contracts have been awarded, funds committed or construction begun on the proposed program, and that none will be prior to issuance of a Release of Funds by the Program Administrator. In addition, this project is ready to proceed as of July 1, 2015.

\_\_\_\_\_  
Signature of Authorized Official

\_\_\_\_\_  
Name of Authorized Official

\_\_\_\_\_  
Title

\_\_\_\_\_  
Date

*(Refer to NOFA for required information for each question.)*

## ***I. Demonstrated Need***

### **1. What is the need/opportunity being addressed by this program/project and how does that contribute to CDBG's national objectives?**

There is a diverse population of low/moderate income youth who are growing up in Burlington, VT sometimes without developing good role models and without positive interactions with police. There is also currently a national crisis relating to trust of police, with concerns of racial bias. These two issues are making it harder to help steer some local youth away from paths towards drugs, crime, and even poverty. These issues are also making it harder to locally recruit police officers who represent the population of Burlington, VT, which would obviously benefit the community in both trust and understanding.

The Burlington Police Department (BPD) is constantly working to recruit officers and staff from diverse backgrounds. BPD and the community need activities that would provide the trust gained through more positive interactions with the above youth population.

This project is a partnership with the Boys and Girls Club (B&G Club), which has 80% low/very low income and 50% minority participants. It is designed for low/moderate income and racially diverse youth to regularly exercise with BPD officers leading up to the youth competing on relay teams in the Vermont Cities Marathon. This would provide sustained and numerous opportunities for members of BPD and the youth to interact a positive manner.

The CDBG's national objective includes expanding the economic opportunities of persons with low/moderate income. This project will provide low/moderate income youth with role models, exercise, and guidance to help them make good choices away from drugs and crime; which often lead to poverty. It will develop trust with police that will help assist with recruiting future BPD officers from that diverse population.

## ***II. Program/Project Design***

### **1. Describe the program/project activities. [UWCC]**

This project seeks to, each year for two years, host group of 20 (total of 40) diverse youth that will exercise on a regular basis with BPD officers. They will train together twice a week for 4 months, leading up to the Vermont City Marathon relay event, when the youth will compete. After the marathon, the youth, who showed good attendance, will go on a learning-based field trip, that they helped design. The youth and BPD officers will run together, and have many opportunities talk about issues facing Burlington youth and their safety. The youth will also discuss and learn about many aspects of police work and the exciting things BPD does to help keep the community safe. There will be opportunities for BPD officers and youth to develop positive relationships

This project's goal is to develop trust between BPD and the low/moderate income diverse youth. Through the sustained positive interactions, BPD hopes to help guide the youth on a path that avoids drugs, crime, and resulting poverty.

Another goal is to assist BPD in recruiting future officers from that same diverse population. To have a staff that better reflects our diverse population would assist us in maintaining trust and a close relationship to help us serve that population.

Twice a week for 4 months, BPD officers will meet with a group of 20 youth. They will spend approximately 2 hours running together and meeting afterwards to discuss issues that are of interest to them. The youth will learn about the value of living a healthy lifestyle. The discussions will also cover various aspects of police work and will go on a tour of BPD headquarters. The youth will race in the Vermont City Marathon, which is held in Burlington, VT, in the relay portion. After the marathon, the youth will go on a learning based field trip that they will have had input in the planning of.

In 2 years BPD will develop strong ties with approximate 40 low/moderate income/racially diverse youth in Burlington. The number 40 is approximate because some youth might participate twice.

**2. Why is the program/project designed the way it is? Explain why the program activities are the right strategies to use to achieve the intended outcomes. [UWCC]**

This project models, in part, from a program utilized by Los Angeles Police, called the Watts Bears, a youth football program hosted by the LAPD, which has been credited with reducing youth joining gangs. In the three-year time before the Watts Bears, there were 86 homicides in that neighborhood and none in the year and half since their inception. This project mirrors the idea of having sustained positive athletic interactions between youth and police.

**3. How will this program/project contribute to the City's anti-poverty strategy?**

This project will contribute to the City's anti-poverty strategy by providing Burlington's low/moderate income and diverse youth with more protections from becoming trapped in poverty by drugs and crime.

**4. How do you use community and/or participant input in planning the program design and activities? [UWCC]**

This project's planning, design, and activities are a collaboration with the Burlington Boys and Girls Club, who serve 250 youth daily, composed of 80% low/very low income families and 50% minorities.

### ***III. Proposed Outcomes***

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**1. What are the intended outcomes for this project/program? How are people meant to be better off as a result of participating? [UWCC]**

The participants will see the value of avoiding drugs and crime and will be less likely to remain or fall into poverty as a result. They benefit from additional positive role models and guidance. They will be taught the value of a healthy lifestyle and of education. They will have had many positive interactions with police, will feel safer in their communities, and will know where to turn if they observe unsafe things. This will also open opportunities for interested participants to start a path toward a public safety career.

The youth's families will also have positive interactions with the police. The community on a whole will benefit from the increased trust and understanding between police and the diverse community. The community will also benefit from the increased opportunities for hiring by the Burlington Police Department to be better reflective of the diverse local community.

**2. List your goals/objectives, activities to implement and expected outcomes (# of units, # of individuals, etc.)**

	Activity Funded	Outcomes
Provide guidance/ positive police interactions with low/moderate income and racially diverse youth	2 Police officers leading youth in twice weekly exercise	40 youth will train with police officers twice a week for 4 months.

### ***IV. Impact / Evaluation***

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**1. How do you assess whether/how program participants are better off? Describe how you assess project/program outcomes; your description should include: what type of data, the method/tool for collecting the data, from whom you collect data, and when it is collected. [UWCC]**

The ideal measure of the success of this project would be to check on whether the participating youths' are successful in avoiding crime and drug use and engaging in positive educational activity. It is not possible to access their criminal and personal information for that purpose. The next best tool would be to provide the participants and their families with an exit interview upon completion of the project. The exit interview will provide them with an opportunity to measure how the project affected their feelings of trust towards police, drugs, crime, and their personal predictions of

the likely hood of avoiding crime. Exit interviews are benchmarks used by varsity collegiate athletic departments to look beyond win/loss record to whether their coaching staffs are meeting department/university goals.

- 2. How successful has the project/program been during the most recent reporting year for your CDBG project? Report the number of beneficiaries you intended to serve with which activities (as noted in your last Attachment A) and your final outcomes (as noted on your Attachment C) from June 2014 (or June 2013). For non-CDBG participants – just report on your achievements from the previous year.**

BPD has not recently participated in a CDBG, and this proposed project is new. In the last year BPD has partnered with the VT State Police to start an exciting new statewide program in focused on bias-free policing, which will involve BPD officers becoming trained bias-free policing instructors for BPD and the rest of the state's police agencies. BPD led the state with race related reporting of traffic stops to provide data useful in the study of bias in policing. In the past year, BPD has had 5 separate staff-wide trainings focused on inclusive policing.

BPD was a 2011 recipient of an International Association of Chief's of Police Civil Rights Award.

- 2. How does this data reflect beneficial outcomes of this project/program? Has this impacted your program planning at all? [UWCC]**

BPD has observed that additional steps and projects are needed to achieve their diversity goals. BPD will be consistent in its institutional commitment to the above-mentioned projects and the proposed project.

## ***V. Experience / Organizational Capacity***

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- 1. What is your agency's mission, and how do the proposed activities fit with your mission?**

"We are committed to policing with the citizens of Burlington to achieve a safe, healthy and self-reliant community." The basis of our mission is working **with** the community. This project will assist us in our mission by helping develop a better relationship and trust with members of our community.

- 2. Please describe any indications of program quality, such as staff qualifications and/or training, adherence to best practices or standards, feedback from other programs or organizations you partner with, etc.**

The leader of this project, Officer Kratochvil, was a full time collegiate coach in the nine years prior to becoming a BPD officer. Officer Kratochvil has led his teams to multiple national championships and has personally won a bronze medal in international competition. Officer Kratochvil has been selected to be among the first of VT's Bias Free Policing statewide instructors. Officer Kratochvil is a successful runner, competing annually in the relay portion of the VT City Marathon and most recently placing 10<sup>th</sup> out of 770 teams.

BPD draws from collaboration with, and support from, the Boys and Girls Club in designing this project. The B&B Club has successfully fielded teams in the VT City Marathon and in regular running training.

BPD has worked in the past with the Police Athletic League (PAL) to institute outreach programs and has learned from those projects. This project will draw from those experiences, and thus will provide a more sustained and consistent interaction with the group of participants.

- 3. What steps has your organization/board taken in the past year to become more culturally competent?**

For the sake of brevity, please see the efforts mentioned in section IV-2. In addition, BPD was given the Civil Rights award by the International Chiefs of Police Association for our efforts in bias-free policing. BPD

was recognized for our actions reflecting the "best practices" in that area. This award was given in 2011, and BPD continues, and has expanded upon those projects.

4. Have you received Federal or State grant funds in the past three years? ☒ Yes ☐ No
5. Were the activities funded by these sources successfully completed? ☒ Yes ☐ No ☐ N/A

## ***VI. Proposed Low & Moderate Income Beneficiaries / Commitment to Diversity***

1. Will the program target a specific (solely) group of people? If so, check ONE below: No

☒ Abused Children ☐ Elderly (62 years +) ☐ People with AIDS  
☒ Battered Spouses ☐ Homeless Persons ☐ Illiterate Adults  
☐ People with Severe Disabilities

2. For your proposed project, please estimate how the Burlington residents will break out into the following income categories during the total grant period. Use the Income Table at <http://www.burlingtonvt.gov/CEDO/2014-HUD-Income-Limits>

Service / Activity	Unduplicated Total # of Burlington HH / Persons to be Served	# Extremely Low- Income	# Low- Income	# Moderate- Income	# Above Moderate- Income
Participating in project	40	15	23	2	0

3. a. Who is the project/program designed to benefit? Describe the project/program's target population, citing (if relevant) specific age, gender, income, community/location or other characteristic of the people this program is intended to serve. [UWCC]

This project is designed to benefit the entire community, but will work specifically with middle school and early high school youth of low/moderate income and racial diversity, of both genders.

### **b. How do you select and reach your target population?**

The project will benefit from recruiting efforts by the Burlington Boys and Girls Club (B&G Club), which is located in the Old North End of Burlington. The B&G Club works with 250 youth daily and 80% of those are low/very low-income families and 50% are minority youth. The B&G club will also utilize their resources to recruit in the community. BPD has 2 School Resource Officers, who can recruit with-in the Burlington High School and middle school populations. BPD will also advertise the opportunity to the community, using resources that we have available and use regularly.

4. Describe the steps you take to make the project/program accessible, inclusive and culturally appropriate for the target population. [UWCC]

As mentioned above, The B&G Club's population of youth will have access to this project; those youth by majority fall within the target population. Also, in our recruiting efforts we will ensure that the youth we extend this offer to match the target population.

This project recognizes that diversity is useless without inclusivity. The goal of this project is to foster a sense inclusion and trust with the police officers. The leader of this project will draw on cultural competence training and 9 years experience coaching teams to foster an environment that invites all the members to feel their value.

During runs there will be an officer in the front for safety and to guide the group, while there is another officer in the rear to ensure youth don't feel left out by their faster peers. There will be discussions and interactions regarding issues and challenges facing youth, in which everyone's thoughts are valued. At the end of the program all the youth

who attended a majority of the meetings will be given equal value as they decide what to do for a group learning field trip.

## ***VII. Budget / Financial Feasibility***

### **1. Budget Narrative: Provide a clear description of what you will do with CDBG's investment in the program. How will you spend the money? Give specific details. [UWCC]**

This project will spend money CDBG money on safe running equipment for low/moderate income and diverse youth, allowing them to participate in a project where they have sustained positive interactions with police officers, learn the value of avoiding drugs/criminal activity, and learn the value of a healthy lifestyle. CDBG money will also be spent on healthy food for the youth after they exercise. CDBG money will also be spent on a learning based field trip at the program for the members of the group who show acceptable attendance. This will encourage the youth's attendance, will provide a learning experience, and will cap off the project with a fun field trip. The youth will get to decide what the field trip is. The B&G Club is accustomed to using these field trips as an incentive in their programs.

### **2. If you plan to pay for staff with CDBG funding, describe what they do in relation to the specific service(s) / activity(ies) in your Project/Program Design.**

Burlington Police (possibly with contributions by the Queen City Police Foundation) and The Boys and Girls Club will cover the staffing costs.

### **3. Program/Project Budget**

<b>Line Item</b>	<b>CDBG Funds</b>	<b>Other</b>	<b>Total</b>
Gear for 20 youth: shoes (\$100, safety vest and light (\$20), shirt (\$10), socks (\$15), sweatpants (\$25), sweatshirt (\$20), hat (\$10) = \$200 per youth	\$ 8,000.00	\$ 0	\$ 8,000.00
Food for youth after workouts	\$ 3,000.00	\$ 0	\$ 3,000.00
Burlington Police staffing costs	\$ 0	\$ 8,000.00	\$ 8,000.00
Boys and Girls Club staffing cost	\$	\$ 2,300.00	\$ 2,300.00
End of project learning field trip for youth	\$1,400	\$ 0	\$ 1,400

### **4. Funding Sources**

	<b>Project</b>		<b>Agency</b>	
	<b>Current</b>	<b>Projected</b>	<b>Current</b>	<b>Projected</b>
CDBG	\$ 0	\$12,400	\$ 0	\$ 8,000
State (specify)	0	0	0	0
Federal (specify)	0	0	0	0
United Way	0	0	0	0

Private (specify)	0	0	0	0
Program Income	0	0	0	0
Other (specify)	0	0	0	0
<b>Total</b>	<b>\$ 0</b>	<b>\$ 12,400</b>	<b>\$ 0</b>	<b>\$ 8,000</b>

**5. Of the total project cost, what percentage will be financed with CDBG?**

$$\frac{\$ \underline{12,400}}{\text{CDBG Funding}} \div \frac{\$ \underline{22,700}}{\text{Total Program/Project Costs}} = \underline{54.6} \% \text{ Percentage}$$

**6. Of the total project cost, what would be the total cost per person?**

$$\frac{\$ \underline{22,700}}{\text{Total Program/Project Cost}} \div \frac{\underline{40}}{\text{\# Proposed Beneficiaries}} = \$ \underline{567.5} \text{ Cost Per Person}$$

**7. Why should CDBG resources, as opposed to other sources of funding, be used for this project?**

Other funding sources are also being used to help fund this project. CDBG resources can bridge the gap to help fund the portions of this project that the other resources are less equipped to fund at this point. This project does not have an income or other direct means for attracting investors or sponsors. Given its positive impact on the low/moderate income racially diverse youth of Burlington it is a valid and worthy cause for CDBG resources. Once this project is established, sponsors can be appealed to for future funding, but in the mean time CDBG resources get it started.

**8. Describe your use of community resources, including volunteers. Include any resources not listed in your budget. Will CDBG be used to leverage other resources?**

The Burlington Boys and Girls Club will provide extensive resources in both staffing, hosting, and other areas. Once this project is established, it will be possible to reach out to local businesses or other private sponsors for future funding and expansion of the project.

**9. If your organization has experienced any significant changes in funding levels during the past year, please explain.**

No.

**10. What cost-cutting measures has your organization implemented?**

A large portion of this project's cost is the gear required for the low/moderate income youth to safely participate. BPD has reached out to local vendors it has a relationship with in an effort to reduce those costs as much as possible. By partnering with the Boys and Girls club there are resources that also are available and that will save considerable cost.

## ***VIII. Collaboration/Efficiency***

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- 1. Share specific examples of how your agency collaborates with other programs or agencies to address the needs of the people you serve. Do not just list organizations with whom you collaborate. [UWCC]**

BPD consistently collaborates with Howard Mental Health to better serve our citizens when they experience mental health issues. There are currently a large number of Burlington residents who are dealing with mental health issues of various degrees, which at times require a police response. BPD has brought Howard Street Outreach workers in-house to provide a faster mental health worker response to people's time of crisis. This close collaboration also allows BPD officers to better understand how to best serve and find a path to help person's with mental health issues' times of crisis.

- 2. Describe your agency's efforts at becoming more efficient in achieving your outcomes or managing your project/program.**

By partnering with The B&G club, BPD is able to significantly increase its efficiency in achieving the desired outcomes of this project. The B&G Club utilized their experience to advise us to target a younger youth audience the BPD had initially planned. By targeting youth in general, BPD is being more efficient by catching people before they develop drug or criminal tendencies.

- 3. What other agencies provide similar services or programs? [UWCC]**

In Burlington there are 2 BPD School Resource Officers who are present in schools to interact with youth and catch issues as they develop, but 2 officers in such a large environment are not able to develop lasting and sustained relationships with youth, as this project aims to. In Burlington the B&G Club also works to keep youth away from drugs and crime, but this BPD project brings a special new element to develop strong relationships and trust between police and the target youth.

Outside Burlington, there are programs, such as the above-mentioned Watts Bears (CA), which have shown real success, but are not located in Burlington, VT.

## ***IX. Sustainability***

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- 1. How will this project have a long-term benefit to the City of Burlington? If this project ends, will that benefit continue?**

"It is better to build youth than mend adults." –Police Athletic League

One long term benefit of this program is that it will invest in our youth to help them make good decisions and to help them avoid drugs, criminal activity, and the resulting poverty. This program will help BPD develop trust and relationships within some of the communities in Burlington that need it most.

Another long-term benefit to the City will be increased hiring diversity of new officers. It is a challenge to attract racially diverse officers in our local population. This project aims to develop trust and create a relationship that will eventually yield new officers from our local diverse population. Participation in this program will include information about the fun and exciting things BPD is doing to help keep our community safe. It will open dialogues about possible future employment with BPD.

- 2. If CDBG funding ends, will the project be able to continue?**

CDBG is for 2 years' funding. Once CDBG has helped this project become a reality and visible, BPD and the B&G Club will be able to seek private sponsors to continue, and hopefully expand, its reach.